



OMNIA



OMNIA HOLDINGS LIMITED

Global Reporting Initiative 2021

GRI content index

This report has been prepared in accordance with the GRI core standards option.

IAR: See the corresponding pages in the FY2021 integrated annual report

AFS: See the corresponding pages in FY2021 annual financial statements

General disclosure

Disclosure number	Disclosure title	Document reference	Page reference
102-1	Name of the organisation	IAR	1
102-2	Activities, brands, products and services	IAR	5 – 9
102-3	Location of headquarters	IAR	156
102-4	Location of operations	IAR	7
102-5	Ownership and legal form	IAR	1
102-6	Markets served	IAR	5 – 6
102-7	Scale of the organisation	IAR	5 – 9
102-8	Information on employees and other workers	IAR	94 – 103, 138 – 145
102-9	Supply chain	IAR	18, 26, 38, 64
102-10	Significant changes to the organisation and its supply chain	IAR	15, 18
102-11	Precautionary principle or approach	IAR	53 – 55
102-12	External initiatives	IAR	89
102-13	Membership of associations	IAR	89
102-14	Statement from senior decision-maker	IAR	22 (chair), 24 (CEO)
102-16	Values, principles, standards and norms of behaviour	IAR	4
102-18	Governance structure	IAR	127
102-40	List of stakeholder groups	IAR	90
102-41	Collective bargaining agreements	IAR	97
102-42	Identifying and selecting stakeholders	IAR	90
102-43	Approach to stakeholder engagement	IAR	91 – 93
102-44	Key topics and concerns raised	IAR	91 – 93
102-45	Entities included in the consolidated financial statements	AFS	76 – 77
102-46	Defining report content and topic boundaries	IAR	1
102-47	List of material topics	IAR	10
102-48	Restatements of information	IAR	35
102-49	Changes in reporting	IAR	1
102-50	Reporting period	IAR	1
102-51	Date of most recent report	IAR	1
102-52	Reporting cycle	IAR	1
102-53	Contact point for questions regarding the report	IAR	Inside front cover
102-54	Claims of reporting in accordance with the GRI standards	IAR	1
102-55	GRI content index	–	This index
102-56	External assurance	IAR	148
103-1	Explanation of the material topic and its boundary	IAR	10
103-2	The management approach and its components	IAR	129 – 131
103-3	Evaluation of the management approach	IAR	18

Topic-specific disclosures

Disclosure number	Disclosure title	Document	Page reference	Material sustainability issue addressed	External assurance
201-1	Direct economic value generated and distributed	IAR	30	Economic sustainability	
201-2	Financial implications and other risks and opportunities due to climate change	IAR	67, 78	Responsible environmental business practices	
201-3	Defined benefit plan obligations and other retirement plans	AFS	38	People and community	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	IAR	97	People and community	
203-1	Infrastructure investments and services supported	IAR	38 – 39	People and community	
203-2	Significant indirect economic impacts	IAR	77		
204-1	Proportion of spending on local suppliers	IAR	93	People and community	
205-2	Communication and training about anti-corruption policies and procedures	IAR	132	Governance	
206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	IAR	130 – 131	Governance	
301-2	Recycled input materials used	IAR	74 - 75, 146	Responsible environmental business practices	Yes
301-3	Reclaimed products and their packaging materials	–	–	Responsible environmental business practices	
302-1	Energy consumption within the organisation	IAR	76, 146	Responsible environmental business practices	Yes
302-3	Energy intensity	IAR	80	Responsible environmental business practices	
302-4	Reduction of energy consumption	IAR	76, 146	Responsible environmental business practices	Yes
303-1	Water withdrawal by source	IAR	74, 146	Responsible environmental business practices	Yes
303-3	Water recycled and reused	IAR	74, 146	Responsible environmental business practices	
305-1	Direct (scope 1) GHG emissions	IAR	77, 146	Responsible environmental business practices	Yes
305-2	Energy indirect (scope 2) GHG emissions	IAR	77, 146	Responsible environmental business practices	Yes
305-3	Other indirect (scope 3) GHG emissions	IAR	77, 146	Responsible environmental business practices	
305-4	GHG emissions intensity	IAR	77	Responsible environmental business practices	
305-5	Reduction of GHG emissions	IAR	44, 73	Responsible environmental business practices	Yes

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Topic-specific disclosures continued

Disclosure number	Disclosure title	Document	Page reference	Material sustainability issue addressed	External assurance
305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x) and other significant air emissions	IAR	76, 146	Responsible environmental business practices	
306-1	Water discharge by quality and destination	IAR	74, 146	Responsible environmental business practices	Yes
306-2	Waste by type and disposal method	IAR	75, 146	Responsible environmental business practices	Yes
306-3	Significant spills	IAR	73, 146	Responsible environmental business practices	
307-1	Non-compliance with environmental laws and regulations	IAR	52 (none)	Responsible environmental business practices	
401-1	New employee hires and employee turnover	IAR	138 – 139	People and community	
401-3	Parental leave	IAR	140	People and community	
402-1	Minimum notice periods regarding operational changes	IAR	116	People and community	
403-1	Workers representation in formal joint management worker health and safety committees	IAR	101	Health and safety	
403-2	Types of injury and rates of injuries, occupational diseases, lost days, absenteeism and a number of work-related fatalities	IAR	101, 145	Health and safety	Yes
403-3	Workers with high incidence or high risk of diseases related to their occupation	IAR	145	Health and safety	Yes
403-9	Work-related injuries	IAR	101, 145	Health and safety	Yes
403-10	Work-related ill health	IAR	139	Health and safety	
404-1	Average hours of training per year per employee	IAR	96, 142	People and community	
404-2	Programmes for upgrading employee skills and transition assistance programmes	IAR	143 – 144	People and community	
405-1	Diversity of governance bodies and employees	IAR	126, 95	Governance	Yes
405-2	Ratio of basic salary and remuneration of women to men	IAR	111 (equal)	Governance	
406-1	Incidents of discrimination and corrective actions taken	IAR	132 (none)	Governance	
408-1	Operations and suppliers at significant risk for incidents of child labour	IAR	132 (none)	People and community	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	IAR	132 (none)	People and community	
410-1	Security personnel trained in human rights policies or procedures	IAR	52	People and community	

Topic-specific disclosures continued

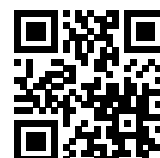
Disclosure number	Disclosure title	Document	Page reference	Material sustainability issue addressed	External assurance
411-1	Incidents of violations involving rights of indigenous peoples	IAR	52 (none)	People and community	
413-1	Operations with local community engagement, impact assessments and development programmes	IAR	85	People and community	
415-1	Political contributions	IAR	82 (none)	Governance	
416-1	Assessment of the health and safety impacts of product and service categories	IAR	51	Health and safety	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	IAR	67, 146	Health and safety	Yes
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		–	Governance	
419-1	Non-compliance with laws and regulations in the social and economic area	IAR	52, 68	Governance	



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